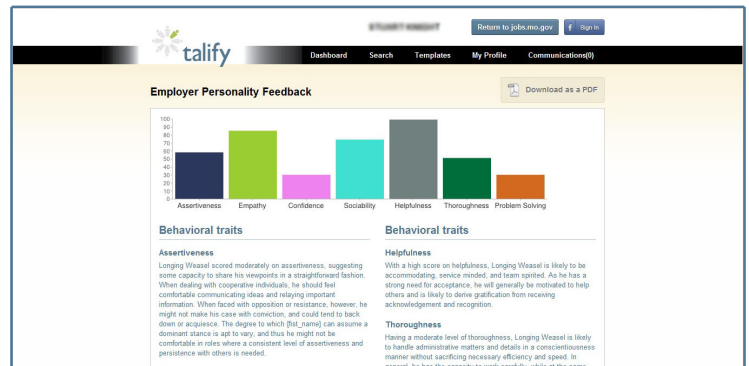
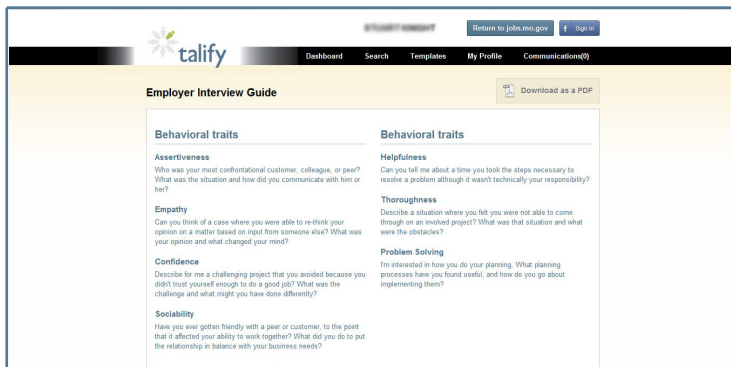


Candidate's Personality Feedback

Provides feedback on individual candidates' seven different behavioral traits: assertiveness, empathy, confidence, sociability, helpfulness, thoroughness, and problem solving.

Employer Interview Guide

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Behavioral traits	Behavioral traits
Assertiveness Who was your most confrontational customer, colleague, or peer? What was the situation and how did you communicate with him or her?	Helpfulness Can you tell me about a time you took the steps necessary to resolve a problem although it wasn't technically your responsibility?
Empathy Can you think of a case where you were able to rethink your opinion on a matter based on input from someone else? What was your opinion and what changed your mind?	Thoroughness Describe a situation where you felt you were not able to come through on an involved project? What was that situation and what were the obstacles?
Confidence Describe for me a challenging project that you avoided because you didn't trust yourself enough to do a good job? What was the challenge and what might you have done differently?	Problem Solving I'm interested in how you do your planning. What planning processes have you found useful, and how do you go about implementing them?
Sociability Have you ever gotten handy with a peer or customer, to the point that it affected your ability to work together? What did you do to put the relationship in balance with your business needs?	

Employer Interview Guide

Based on the seven different behavioral traits analyzed in the Candidate Assessment Report for Recruiters, learn effective questions to ask individual candidates regarding their specific traits.

Candidate's Competency Feedback

Provides feedback on individual candidates' key competency areas, including: generating new business, providing service to others, working with data, managing others, working on a team, planning and organizing activities, etc. Use this feedback to understand how they match your specific job.

